



## **NEW EMPLOYEE ORIENTATION**

### **LEARN ABOUT *YOUR* COMBINED FEDERAL CAMPAIGN (CFC)**

**What is the CFC?** Created by Presidential Executive Order in 1961, the CFC is the Federal government's workplace charitable giving campaign. It is the **ONLY** authorized solicitation of Federal employees permitted in the Federal workplace. The CFC season runs from September 1 - December 15 annually. Federal employees nationwide and abroad contribute to a wide range of charitable organizations and causes via the CFC.

**You can choose to support a tremendous range of charitable organization, causes or issues via the CFC:** In Eastern Massachusetts, there are more than 2,000 local, national and international charitable organization affiliated with the CFC. Whether you are passionate about breast cancer research, homelessness issues, AIDS care or US government child care, rest assured that there is an organization that suits your needs. Many of them rely heavily on CFC donations for funding their programs. Because more than 80 percent of the money given to charities comes from individuals, gifts made by people like you are their lifeblood. By pledging and donating through the CFC, you have choice and ensure that your money is well-spent.

**Every charitable organization eligible to receive CFC donations must meet 10 accountability standards, including low overhead.** Charitable organizations **MUST** apply to be affiliated with the CFC annually. Among other things, each charitable organization's fund-raising and administrative costs must be below 25 percent. The CFC will always make you aware of how much their affiliated organization spends on overhead. Because the CFC maintains low administrative costs, more than 90 percent of every dollar pledged through the CFC goes directly to the charitable organization's programs.

**The CFC's overhead is low, thus nearly all of your money goes to the charities.**

Many people have an image of the CFC as a huge operation but it is not. Nationally, only five people administer and provide oversight for the more than 300 CFC's nationwide and are employed by the US Office of Personnel Management. Most of the work is done by individual Federal employees who agree to act as CFC key workers during their work day. The cost to run the local CFC is about 8 percent of your donation. In contrast, direct mail or telephone solicitations independent of the CFC can cost between 50 and 100 percent.

**Payroll Deduction is a wonderful alternative.** Having your gift deducted from your paycheck is a great, nearly painless way to provide a real boost to the charities you choose to support. For example, having just \$10 deducted from your pay every two weeks adds up to a donation of \$260 over the year.

**Donations to CFC charities are tax deductible**

In short, your gift can allow a charity to feed one more child, immunize one more baby, provide one more night of shelter for a homeless family, support one more family struggling with a tragic disease, rescue one more animal, conserve one more acre of forest.

**THANK YOU. CONTACT YOUR LOCAL HUMAN RESOURCES OFFICE FOR  
DETAILS OF YOUR AGENCY'S CFC.**

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